“Life is understood backwards, but lived forwards,” notes Danish philosopher Soren Kierkegaard. As I reflect on my first full year as Trinity Boston Connects’ (TBC) new Executive Director, I am struck by the truth of this statement. I accepted the position at TBC because I found deep alignment between my own lived values that are all tightly bound by my faith and the organization’s Three Essential Community Practices: restorative justice, trauma inclusion, and racial equity. As a Jamaican immigrant, and an almost life-long Boston resident and Boston Public Schools (BPS) graduate, I experienced some of the best of our city: amazing education and professional opportunities and some of the worst aspects: the busing era and racism in the workplace. In hindsight, however, I realize that the amalgam of all those experiences has uniquely led me to this place, at this time, to lead this community of practice that is Trinity Boston Connects.

The first event I attended just before my official start was the joyous celebration of 20 years of our Trinity Education for Excellence Program (TEEP). TEEP has helped thousands of young people thrive as their full selves, as students, and ultimately as leaders within the larger community of Boston and beyond. It was a true celebration of realized potential of young people of color and of the partnership within the City of Boston - a partnership which began with Trinity Church members and later evolved as a separate non-profit entity with the founding of Trinity Boston Foundation, now Trinity Boston Connects. Once officially on-board, outgoing Executive Director, Louise Burnham Packard, Chief Development and Communications Officer, Sheila Peterson, and I were graciously invited into longtime TBC supporters’ homes for enthusiastic donor meet-and-greets. The warm welcome and support of some of our most loyal donors, our young people, staff, members of our board of directors, and our community partners was a great way to start my journey at TBC.

With such a comprehensive introduction to TBC underway, the Board of Directors and I felt it appropriate to begin 2020 by reengaging the strategic planning consulting firm, Social Venture Partners, to continue the great work Louise and the staff had started to realign the organization for greater impact. We embarked on a process to accelerate progress toward the founding vision of building a more equitable Boston through unlocking opportunity and changing the odds for youth of color. We are building on the lessons learned and the
best practices developed over the past 12 years to evolve and codify our program offerings to ensure the success of our young people.

To further strengthen our financial sustainability, we will execute a planned strategy to strengthen the business models for each of our program divisions – youth development, clinical care, and organizational change – and align personnel capacity with our revenue. As we grieve the passing of longtime friends, supporters and advocates of TBC, Bill and Juliana Thompson, we are forever grateful for their gift that established the Thompson Lloyd Endowment. We aim to honor their legacy by growing the endowment to fuel the accomplishments of generations to come.

The urgency of our mission and the need to plan for its sustainability has been brutally apparent during the months that have ensued since March 2020. Notwithstanding the unimaginable loss and grief that we have experienced because of Covid-19 and the tectonic fissures in our national conscience, we are still here. At TBC we have stood in profound pride and wonder as we experienced firsthand the indefatigable resilience of our young people. They showed up and shined forth in virtual classes at Trinity@McCormack, virtual running practices in Sole Train, and leadership sessions on Tik Tok, Twitter, and Facebook in TEEP. Youth workers unburdened themselves of their anxieties and fears during virtual therapy sessions in our Counseling Center. And nonprofit leaders showed up with a rekindled commitment to learn how to lead more equitably and unshackle their organizations from embedded structural racism in our Organizational Equity Practice virtual trainings. All the while, our TBC team upheld our value of beloved community by providing restorative circles, wellness days, and relief stipends to staff and families impacted by COVID-19.

As we move into the new year, we will conclude our 2021-2023 strategic plan. Our vision remains to build a more equitable Boston. Our unique contribution is to focus on the fundamental need to heal youth of color and the organizations that serve them from the traumatic impact of systemic racism. Our approach to this healing work will continue to be grounded in the integration of our Three Essential Community Practices. We will partner with youth-serving organizations and with youth of color directly to make transformative connections between them, caring adults, and their peers. These life-giving relationships will increase our young people’s self-efficacy, strengthen their character and resilience, and foster greater hope for their future.

While we cannot yet determine the full societal impact of the global pandemic and the national reckoning with race, we know that our young people, particularly our young people of color, need the dogged assurance from the TBC community that we see them and are championing their full development into dynamic leaders that the City of Boston needs. To do this great work, we need and invite your support. We thank the longstanding members of our TBC community for sharing our vision and for continuing to stand with us in the movement toward racial equity and healing. For those newly learning about our work, we invite you to consider how you might join the movement and grow with us. Please sign up for our newsletter and access our resource page at trinityconnects.org, consider a financial or in-kind gift, and attend a virtual event or workshop.

As we close out 2020 and look with hope to 2021, let this be a new or renewed start to our collective commitment to make Boston a more equitable and just city.

In grateful community,

Charmane Higgins
Executive Director, Trinity Boston Connects
**Essential Community Practices for Healing**

**The Racial Equity Problem**
Systemic racism has inflicted enduring generational harm on both people of color and white people in this country. As a result, youth of color come into the world facing structural barriers and grappling with both inherited and newly experienced trauma. The brutal racial injustice and disproportionate impact of COVID-19 on communities of color have rightfully amplified the clarion call for racial equity. We need action where there is paralysis, justice where there is injustice, and healing where there is harm and isolation.

**How TBC Responds**
In that spirit, Trinity Boston Connects actively participates in the healing process through transformative connections that address the traumatic impact of systemic racism on Boston’s youth of color. We uncover the promise and potential of those we serve through reciprocal relationships between youth of color and caring adults. Together, youth, adults, and partners alike realize the hope for a more equitable Boston in which we all thrive.

As a learning and teaching organization, TBC addresses institutionalized and structural racism by centering its work on healing individuals, particularly young people of color, and the organizational systems that impact their lives.

**Healing happens** in spaces where there is trust, a community of support, and a sense of agency that helps young people build self-efficacy. These spaces make it possible for our city’s youth to develop social emotional learning skills and actualize their full potential.

“Recognizing that racism has significant adverse effects on the individual who receives, commits, and observes racism, substantial investments in dismantling structural racism are required to facilitate the societal shifts necessary for optimal development of children in the United States.”


**The TBC Solution Set**

TBC creates healing spaces through the integration and implementation of **Three Essential Community Practices (3 ECPs)**. We weave these practices into our positive youth development programs, mental health and wellness services for youth and youth workers, and non-profit organizational development and leadership training.

**Racial Equity**: is the condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one fares. In practice it addresses root causes of inequities which includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them [Center for Assessment and Policy Development].

**Trauma Inclusion**: realizes the widespread impact of trauma and understands potential paths for recovery; recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system; and responds by actively resisting re-traumatization and by fully integrating knowledge about trauma into policies, procedures, and practices [The Substance Abuse and Mental Health Services Administration (SAMHSA)].

**Restorative Justice**: sees healthy relationships as central to learning, growth, and overall wellbeing. It builds connection at all levels and addresses harm done to people and communities by having those who are most impacted determine what is needed to make things right [International Institute of Restorative Practices: IIRP].

Together, these 3 ECPs work to support the growth and development of individual youth, create safe and supportive communities, and help dismantle systemic racism.
Systemic Impact: Organizational Change and Clinical Care

Trinity Boston Connects has a positive impact on more than 15,000 youth of color served by our clients and partners. We train and support organizations and individual youth workers in the implementation of our Three Essential Community Practices.

Organizational Equity Practice

Organizational Equity Practice (OEP) is the essential system-change component of TBCs’ vision of a racially equitable Boston. OEP works to dismantle barriers rooted in systemic racism that prevent people of color from being their full authentic selves at work by training, coaching, and supporting leadership and staff of nonprofit organizations in dynamic and holistic learning communities.

In 2020 more white people were exposed to the brutal racial injustice that has been all too well known to communities of color for generations. More organizations realize they have much work to do to better serve young people of color and better support their staff during these traumatic times. In response to a significant increase in demand, OEP is providing trauma informed virtual training environments that help participants bravely confront their own individual and organizational biases in a safe and supportive community. For senior leaders or emerging leaders striving to create racially equitable organizations, OEP offers cohort-based leadership development courses and customized organizational consulting and training. Additionally, racial equity and topic-specific training sessions enable an organization to send a critical mass of staff. Through these various entry points we help organizations become healthy communities where the quality of service they offer to young people, particularly young people of color, is strengthened.

“What I find most unique about OEP is how individualized and personalized the services are. We have formed a trusting relationship which has allowed tough conversations and has created an environment for open and transparent conversations amongst our staff and leadership.”
—Angela Bouchard, The Steppingstone Foundation

Trinity Boston Counseling Center

Founded in 2002, Trinity Boston Counseling Center (TBCC) served disenfranchised populations by providing a safe and healing space in therapy for them to bring their whole selves, including culture, race, ethnicity, and spirituality. TBCC continues that mission by providing counseling, restorative justice consulting, and wellness services to individuals from community-based youth-serving organizations such as City Year and the Department of Youth Services. Clinical sessions are currently offered virtually with the highest standards of teletherapy and clinical progress measurement.

TBCC’s 18 years of clinical experience led to a commitment to care for youth workers on the front lines of youth development. Youth workers are individuals who spend the bulk of their time providing services for mentoring, supporting, and/or teaching youth (ages 0-18) and are essential to the healing and empowerment of Boston’s youth of color. TBCC cultivates holistic wellness by providing mental health and wellness services to over 50 youth workers, including individual and group therapy and consultation. The disproportionate stress of the twin pandemics of COVID-19 and racial injustice on people of color has intensified the need for this work.

Further strengthening the non-profit sector, the Counseling Center annually hosts 4-6 interns who are graduate students working toward their masters or doctoral degrees in social work or psychology. Their training curriculum includes addressing racial dynamics within the therapeutic setting and helping clients bring their whole selves to therapy.
Youth Development and Clinical Care

The clinically informed youth development programs of Trinity Boston Connects served over 1000 young people in 2019. These programs helped youth build the social and emotional skills that research shows increase positive relationships, academic and career success, physical and mental health, and meaningful contributions to community. In 2020, we pivoted to virtual programming and intensified case management services for our young people and families to facilitate access to basic needs, and to identify and fill gaps in unmet needs.

Trinity@McCormack

Trinity@McCormack is an embedded clinical program delivered four days per week at the McCormack Middle School in Dorchester. In collaboration with school staff, the program’s goal is to create an educational environment that understands, embraces, and supports the holistic needs of each student. It addresses the needs of students whose experiences with trauma and toxic stress result in school failure. Through intensive individual and community support, these students increase social-emotional skills, such as self-regulation and relational skills, critical to school engagement and success.

Trinity@McCormack runs three complementary initiatives for the McCormack community:

**Intensive clinical support:** holistic mental health, case-management, social-emotional learning and school engagement support to students identified at highest risk for not graduating.

**Trauma-Inclusive and Restorative Culture development:** helping school staff develop the skills and practices that create a trauma-inclusive and restorative school community.

**Creating a village of support:** bringing together community partners, local resources, and private donors to meet basic needs of students and families (ex. food, clothing, dental care).

While varied in service approaches, Trinity’s Sole Train, TEEP, and Trinity@McCormack programs all:

1. engage youth of color from under-served communities
2. model trauma inclusion, racial equity, and restorative justice
3. create communities in which youth of color thrive
4. develop social emotional competencies
Trinity Education Excellence Program (TEEP)

Trinity Education for Excellence Program (TEEP) is a tuition-free, out-of-school time, pipeline program. It empowers middle and high school students to pursue excellence through academic enrichment and support, cultural and career exploration, and character and leadership development. 2019 marked TEEP’s 20th anniversary. Graduates of the middle school program may continue in the high school Leadership Development Program (LDP). LDP students serve as paid counselors and participate in year-round programming that includes college services and training. Their work progression over successive summers begins as Counselors-in-Training, and includes promotions to Counselors and ultimately, to Supervisors.

TEEP has had a four-year partnership with Boston After School and Beyond’s Summer Learning Community and its Boston Summer Learning Academy, a select cohort of organizations identified by Boston Public Schools as having high-performing summer youth programs. TEEP has earned top ratings in the common evaluation the Academy administers each summer.

Alexa Lopez joined the TEEP community as a rising 7th grader in 2013. After completing her three consecutive summers with TEEP, Alexa moved on to be a leader and peer mentor in the Leadership Development Program. She faithfully attended events throughout all four years and facilitated programming during overnights and offsite retreats. Alexa grew tremendously in those years engaging with her peers and mentees as a committed and vocal leader. Her strong work ethic and integrity were keys to her success in and out of the program. As a student at Fenway High, Alexa completed dual-enrollment courses at Wentworth Institute of Technology and Emmanuel College, and secured an internship at Boston Children’s Hospital. During the 2019 summer intensive, Alexa broke the mold by serving as a grade level supervisor—a role typically reserved for our college-aged alumni. Faculty, students, and alumni agreed: Alexa is an excellent leader and role model.

Alexa reflected on the counseling work experience: “TEEP really made me feel more confident in myself and the way I lead. I made sure to create an emotionally and physically safe environment for students.” Alexa is currently in her first semester at Northeastern University. We can’t wait to see what lies in her future pursuit of excellence.

Sole Train: Boston Runs Together

Sole Train is a community-building and mentoring program that uses running as a vehicle for setting and achieving seemingly impossible goals.

Who we are... Sole Train is a restorative running community where youth cross the finish line and realize their potential for greatness.

What we do... Sole Train connects Boston’s youth of color with caring adults to train for and run a 5-mile or half marathon goal race. Young Soles (students) and Old Soles (adult volunteers) practice twice a week and participate in races and community building events throughout the school year.

Why it matters... Sole Train increases access to opportunities for physical and emotional wellbeing in historically underserved communities.

Why it’s different... The moment Young Soles cross the finish line alongside their fellow Sole Trainers it forever changes how they view life’s obstacles. Young Soles realize anything is possible when approached with the same resilience, perseverance, and belief in themselves.

In school year 2018-19 Sole Train ran 21 teams engaging more than 400 youth and 130 adult coaches, expanding to 600 youth and 175 adult mentors.

“At Sole Train I learned to push myself even when I’m in doubt. In 11th grade, I had so much doubt and moments when I didn’t push myself. I’m going to make sure I do better next school year!”

—Alessandro P.
Sole Train, TEEP, and Trinity@McCormack youth development programs intentionally instill Social Emotional Learning (SEL) skills. SEL growth predicts positive life outcomes and accelerates racial equity. A sample of 598 youth were assessed over two years to understand SEL outcomes and inform programming. SEED Competency Ladders™ were customized to measure changes over each year.

Outcomes were measured in three domains with an average of 17% advancement up each ladder, or nearly a full stage jump, across all three programs indicating that:

**BEING:** youth are more composed, capable, confident, and self-directed. There is an elevation of spirit, more optimism about self and world.

**DOING:** youth make and act on choices. There is evidence of more able decision-making and readiness to take on bigger challenges.

**RELATING:** youth are more confident and comfortable interacting with others. There is evidence of peer encouragement and listening to youth and adults alike.

### Positive Life Outcomes — Sole Train
Young Soles provided their own self-assessment and program feedback through a retrospective survey:
- 93% “tried to learn and grow” [Being]
- 83% “improved [their ability to set and achieve goals.” [Doing]
- 88% “Sole Train community was important to [them].” [Relating]

### High School and College Success — TEEP
BPS academic odds are that students have < 30% chance of graduating high school and finishing college within 6 years. TEEP Leadership Development Program participants excel:
- 100% graduated from high school and accepted to college
- 95% graduated from college within 5 years
- 50+% of graduates become leaders in the education/social services sectors

### Academic Achievement — Trinity@McCormack
Youth in clinical care who are at the highest risk of not graduating respond constructively to challenges:
- 80% increased school attendance
- 90% experienced a positive change in GPA
- 100% advanced a grade

### Organizational Equity Practice (OEP) Advances Racial Equity
- 140 Nonprofit Organizations attended racial equity workshops
- 90+ individuals attended each quarterly Racial Equity Learning Community (RELC)
- 85% of participants deepened understanding of how internalized racism affects behavior
- 79 Senior and Emerging Leaders attended months-long cohort learning community courses

### Trinity Boston Counseling Center (TBCC) Cultivates Holistic Wellness
- 50+ youth workers: significant decrease in overall distress and improvements in self-efficacy
- 229 Department of Youth Services (DYS) youth participated in TBC’s Restorative Yoga Program:
  - 76% improved self-regulation skills; 100% improved relationships with staff
- 43 DYS staff trained in Restorative Justice and Racial Equity
July 25, 2019 marked 20 successful years of TEEP! The Trinity Education for Excellence Program started in 1999 with just 34 students and has since served 800+ middle and high school students. Our goal remains the same as ever: to create a safe and supportive community where every member is inspired to discover, empowered to achieve, and individually affirmed. We are thrilled with how far TEEP and its TEEPers have come and how the community of supporters has stood with them through the years!

Presented in partnership with the Boston Police Athletic League, the 6th Annual Sole Train 5K, held on October 2019, brought nearly 1000 runners and walkers of all speeds and ability together to put their soles on the line and help each other finish the race. A picture-perfect autumn day set the stage while the DJ set the tone for an energetic afternoon filled with celebration, solidarity, and accomplishment in our new Franklin Park venue.

Our annual fundraising gala is both a celebration of youth and a call to action to build a more equitable Boston where every young person can thrive. Bostonians for Youth (BFY) offers our donor community an opportunity to connect with the people and programs that their gifts support. The event also honors leaders of change in Boston. In April 2019, we honored Suffolk District Attorney Rachael Rollins for her historic election as the first woman and person of color to serve as D.A. And in 2020, a year of great resilience, we honored our retired Founder and first Executive Director, Louise Burnham Packard, for twelve years of visionary leadership and innovative support for youth of color.

For the fourth year, Trinity Boston Connects was selected as an official charity of the Boston Athletic Association and grateful for the opportunity to build a Boston Marathon Charity Team. In April 2019, 15 members of Team Trinity ran to benefit Sole Train and TEEP. And in typical 2020 fashion, 10 Team Trinity team members raised much needed funds and valiantly ran a virtual race in September.

Team Trinity has also shown up at the Rodman Ride for Kids for over 20 years. The team comprised of TEEP alumni, BOD members, staff and friends has raised funds in support of their 25- or 50-mile bike rides. In the last two years, Team Trinity has collectively raised over $300,000 via these two events.
Thank you to our 2019 Donors

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Abby Lebovitz
Andrew Lebovitz
Julia Lebovitz
Lauren Lebovitz
Matthew Lebovitz
Susan and Alan Leffler
Susanne Leviton
Garett Levy
Alexandra Lin
Jeffrey Lindenbaum
Bob Linscott
Sheldon Lloyd
Karen Lombardo
Juan David Lozano
Linda and Robert MacIntosh
Stephanie Mack
Nicola Macmanus
Ethan Madigan
Jane Mason
Mary McConnell

Christine McCormick
Christopher McEachin
Frederica and Alexander McFerran
Erin Ross and David McFerrin
Scott McIntyre
Andrew G. McKay and Martha J. Cox
Jacob McLennan
Brian McMahon
Madeline McNeely
Penny and Franklin Mead
Charles L. Medler and Perrine Colmore
Caroline Mehta
Greg Melheim
Craig Melzer
Metis Psychological Associates LLC
Tina Mikkelson
Thaddeus Miles
Eric Miller
John Millspaugh
Joan Miner
Janet S. Mitchell
Elizabeth Molloy
Caitlan M. Morris
Ruth Morris and Peter Kelly

Mosa Mack Science
Linda Murphy
Marion Mussaf er
Christina and David Myers
David Naimark
Kim Nicoll
Amanda Northrop
Nathan Nunnelee
Kim and Ronald Odom
Naomi Oliver
Brandon Olson
Vishvesh Oza
Lorri Pace
Greg Pacelli
Jesse Pagliuca
Deborah Palmer
Michael Pappone
Carol Paranis
Kyle Parsons
Marjorie and Robert+ Parthum
Mary Pearlman
Christopher D. Perry and Sylvia Perry
Stephen Phillips

12
Lauren Pitluck
Ellen Porter
Carol Portnoy
Sarah Poulter
Judith Lockhart-Radtke
and Warren Radtke
Susan Raleigh
Floranne R. Reagan
Noel Reyes
Stephanie Rockoff
Lydia Rodman and
Listo Fisher
Elizabeth Rodriguez
Petra Rojas
Laura Rossi
Jonathan Rotenberg
Michael Rotenberg
Gita Rothschild-Berry
Andrea Ruano
Kenneth Rubio
Laureen Rueckner
Richard Ryan
Michael Sabin
Barbara Savacool
Robert Schlager
Susan Schlichting
Michael Schlitt
Jacqueline Schmitt
Elin Schran
Dan Seeman
Rumena Manolova-
Senchak and
Alex Senchak
Sanjay Shah
Dave Shannon
Stanley Shapiro
John Sills
Matthew Simonson
Max Slifka
Joseph Smith
Michelle Smith
Martha Southard
Muriel Stark
Eleanor Sterling
Craig Stokely
Sonja Strong

B C Stubblefield
Karen Sturges
James M. Sullivan
Judith Swirbalus
CJ Takhar
Amanda Timchak
Sara Toomey and
Nien-he Hsieh
Maria Torres
UBS
Ismael Valenzuela
Helen Wagner
Marlene and William
Walch
Wampanoag Road
Runners
Chun Ying Wang
Xiaoping Wang
Yuan Wang
Wardell Orthopaedics PC
Sara Warwick
Helen Weinland
Gabriel Weissmann
Mara Weissmann
Sharon Wessan
Matt Weston
Constance White
Courtney White
Michael White
Sandra White
Amy and Erik Widding
Jeffrey Wieand
Christopher Wilms
Amy Wilson
Kathy and Skip Windsor
Linda Wolk
Shelby and David Wright
Julie Wright
Ann Wyman
Nicola Young

2019 Team Trinity
BAA Marathon Runners
Yu An
Sarintoph Chansawatkit
Elise Conner
Lauren Deming
Betty Floyd
Stephanie Fredericks
Krystal Hernandez
Suresh Kuma
Andrew Lauronilla
Sanjay Reddy
Krupakar Revanna
Neerav Shah
Adam Stanek
Corina Young
Nicola Young

2019 Team Trinity
Rodman Riders
Omar Beechman
Melinda Berry
Charles Brown
Marty Childs
Sean Dunn
Pauline Haddad
Quinton Hurd
Julian Jimenez
Wayne Johnson
Lois McCloskey
Dewey Nichols
Sarah O’Donnell
Louise Packard
Michael Parker
Rojae Rowe

Contract Partners
Department of Youth Services
City Year, Inc.
Jumpstart for Young Children, Inc.
The Steppingstone Foundation
Silver Lining Mentoring, Inc.
College Bound Dorchester
The Clubhouse Network

In-Kind Partners
Boston Police Activities League
Boston Police Department
Boston’s Run To Remember
Brooks Sports

Danielsen Institute
Dorchester Running Club
Dig Inn
Exodus Bagels
Foley Hoag LLP
Hint Water
HoodFit
Lyft
Marathon Sports
Morgan, Lewis, Bockius, LLP
Nature’s Path
NuBound
Oiselle Running Apparel
Power Crunch
Reasons to be Cheerful
Turtle Swamp Brewery
UMass Boston
Upper Crust
Vantage Point Studio
Whole Foods

+Deceased
* Denotes member of TBC Board of Directors (2019, 2020)
2019 Financial Summary

Expenses by Program 2019

Revenues by Source 2019

Revenue and Expense Summary

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Revenues</td>
<td>$3,220,000</td>
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<td>$2,930,901</td>
<td>$2,650,604</td>
<td>$2,232,559</td>
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<td>Expenses</td>
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<td>$3,041,439</td>
<td>$2,827,861</td>
<td>$2,630,321</td>
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<td>$-</td>
<td>$(196,687)</td>
<td>$103,040</td>
<td>$20,283</td>
<td>$24,692</td>
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Unaudited cash basis financials. Audited financials are available upon request.
Administration and Development
Charmane Higgins, Executive Director
Sheila Cody Peterson, Chief Development & Communications Officer
Victor Jose Santana, Chief Program Officer
Daisy Guzmán, Associate Director of Development
Mello Barros, Finance and Operations Manager
Sheila Gunn, Events and Development Operations Manager
Sandy Saenbounmy, Institutional Giving Program Manager

Trinity Education for Excellence Program
Priscilla Andrade, Director
Keesha Pina, Associate Director
Aleaya McFarlan, Program Facilitator

Sole Train: Boston Runs Together
Jess Leffler, Director
Alicia Ridenour, Associate Director
Nathaly Figueroa, Program Manager
Nahima Soto-Gonzalez, Program Coordinator

Trinity Boston Counseling Center
Nate Harris, Director
Asha Ragin, Clinical Director
Kimberly Pizarro, Administrative Assistant
Ken Herbert, Clinician

Trinity@McCormack
Sophia Brion-Meisels, Director
Adina Davidson, Associate Director of School Climate & Restorative Practice
Gesibela Sousa, Senior Clinical Life Coach
Haven Jones, Clinical Life Coach
Jessica Rentsch, School Climate & Clinical Coordinator

Organizational Equity Practice
Rebecca Jackson, Senior Director
Simone John, Associate Director
Chanelle John, Associate Director of Wellness & Healing
Aria Pierce, Administrative Assistant

Board of Directors
Dave Aldrich, Vice Chair
The Rev. Morgan Allen, Rector
Shanuah Beamon
Kenzie Bok, Vestry Rep
Elaine Chow
Matt Diver
Dave Donelan
Sula Fiszman, Clerk
Pauline Haddad, Asst. Treasurer
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Christopher Smart
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Pipier Smith-Mumford
Olie Thorp, Treasurer
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Judith King
Jean Krasnow
Robert Ludwig

Christine McCormick
Christopher O’Brien
Constance Perry
Lisa Pierpont
William Steul
Samuel Thayer
Pamela Voss
The Rev. Liz Walker
Bradford Wallace
Shelbey Wright
Colin Zick
Paul Zintl, Chair
I hope that I can continue to help our community, not only so I can grow but so I can make sure another kid like me is able to have the same opportunities to grow like I have had.

—Felix, TEEP Rising HS Junior